



# 2019 BCA ROADSHOW

Wondering...

- What is **CAPITAL AIRLINES** (BCA) history and origin?
- What are the **WELFARE & BENEFITS**?
- How to join BCA as a **CAPTAIN**?

.....





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	<b>02</b>	<b>WHY US</b>
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	<b>04</b>	<b>TIPS FOR SMOOTH PROCESS</b>
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# 1.1 Long Establishment History



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2010

2<sup>nd</sup> May 2010  
Renamed as **Beijing Capital Airlines**  
Co-invested: **HNA Group & Beijing Tourism Group.**

2016

Was proud to be named one of **"China's most valuable brand"**.

1998

16<sup>th</sup> Nov 1998  
Established as **Deer Airlines.**

2015

August 2015  
Officially became one of the **Fortune Global 500 member Companies.**

2017

Was awarded **"One Star Award for Flight Safety"** by CAAC.





# 1.1 Long Establishment History



1 About Us

HNA Group



Beijing Tourism Group



## Beijing Tourism Group

- Founded in 1998
- One of China's Top **500** companies
- One of China's Top **10** tourism groups
- Over **300** shareholdings and joint-stock companies in China and abroad
- Over **1600** member companies
- Owns **6** sectors of the Group, namely dining, lodging, transportation, travel, shopping and entertainment



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## 1.2 Large Airbus Group & Young Fleet

### 1 About Us

- **86** Airbus aircraft;
- **75** A320 series;
- **11** A330;
- **140** Airbus will be owned by the end of **2023**

- **Less than 4-year** average age of all aircraft.



### 2 Why Us

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# 1.5 Foreign Pilots Across the World

## 1 About Us

- **84** foreign pilots from more than **20** countries.



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# 1.4 Flight Routes Across China



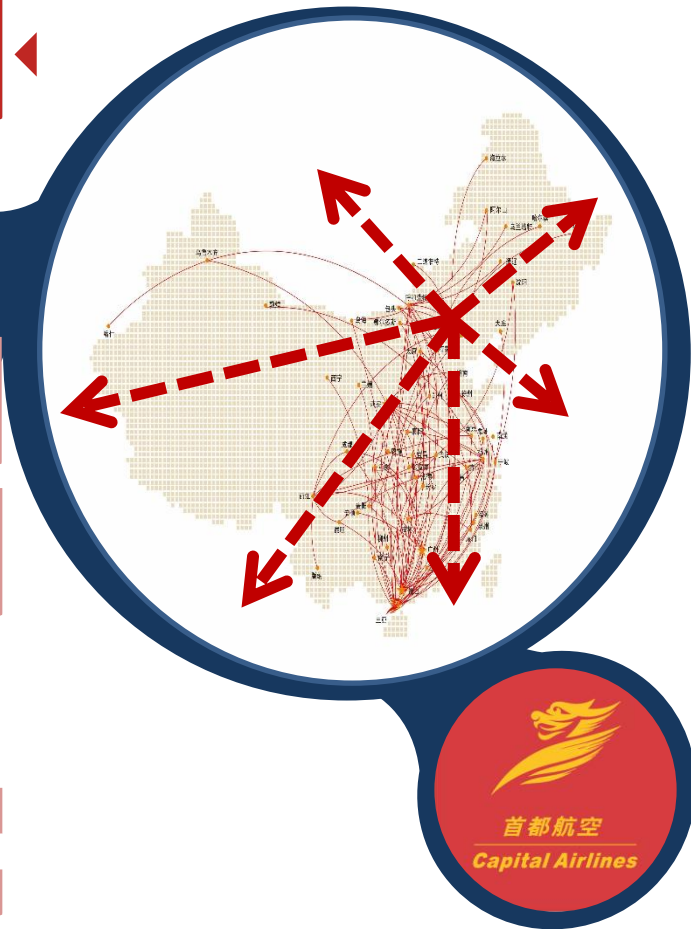
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- Over **182** routes in China including Beijing, Haikou, Sanya, Hangzhou, Lijiang, Guangzhou, Xi'an, Guilin etc.
- International Routes: Melbourne, Sydney, Madrid, Lisbon, London, Vancouver, Moscow, Okinawa, Osaka, Shizuoka, Bangkok, Phuket, Chiang Mai, Samui, Krabi, Cheong Ju, Jeju, Da Nang, etc.

# 1.6 Multiple Bases Across China

- Bases



# 1.6 Multiple Bases Across China



1 About Us



CAPITAL CITY



LONG HISTORY

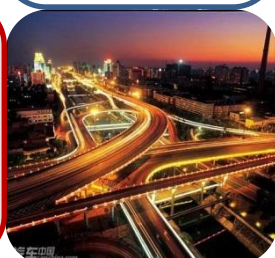


2 Why Us

ECONOMIC, POLITICAL, EDUCATIONAL CENTER



BEIJING



YOUNG METROPOLIS

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MELTING POT



RICH PUBLIC TRANSPORTATION



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# 1.6 Multiple Bases Across China



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EAST CITY OF CHINA



INTERNATIONAL FLIGHT BASE



SEASIDE CITY



Qingdao



SAILING BEACH



SEAFOOD



WARM HUMID CLIMATE





# 1.6 Multiple Bases Across China



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PARADISE ON EARTH



SOUTHEAST COAST



MILD CLIMATE



HANG ZHOU



NEAR SHANGHAI



HOME OF SILK



CAPITAL OF CHINESE TEA





# 1.6 Multiple Bases Across China



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**ORIENTAL HAWAII**



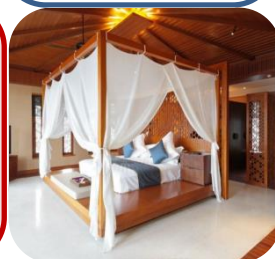
**SOUTHERN-MOST**



**SEAFOOD KINGDOM**



**SANYA**



**NATURAL SCENERY**



**BEACH & SUNSHINE**



**IMPORT & EXPORT TRADE**





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# 2.1 Multiple Packages A320

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	Package 1	Package 2	Package 3	Package 4
<b>Duty Free Days</b>	Thirty (30) Duty Free Days in peak season or forty-five (45) Duty Free Days in Low season throughout each calendar year.	Fourteen (14) consecutive Duty Free Days every six (6) weeks throughout each calendar year. <u>36</u>	Twenty-one (21) consecutive Duty Free Days every six (6) weeks throughout each calendar year (before 15 days and after 15days of Chinese Spring Festival holidays, July and August are not available, shall be compensated on other months). <u>3</u>	Twenty-eight (28) consecutive Duty Free Days every four (4) weeks throughout each calendar year (before 15 days and after 15days of Chinese Spring Festival holidays, the Duty Free Days application is not available. Fourteen (14) consecutive Duty Free Days could be applied during July and August. The remaining Duty Free Days shall be compensated in other months). <u>18</u>
<b>Leave for Illness</b>	7 days per year, renewed pilots +1 day per year, max is 12 days			
<b>Monthly Block Time</b>	80 hours per month		650 hours per year	550 hours per year
<b>Over or Under Monthly Block Time</b>	\$300 per hour	\$200 per hour		
<b>Basic Monthly Salary</b>	\$19000 per month	\$18000 per month	\$16000 per month	\$13500 per month
<b>Safety bonus</b>	\$6000 per year		\$5000 per year	\$3000 per year
<b>Living Allowance</b>	\$2500 per month		\$1200 per month	\$1000 per month
<b>Travel Allowance</b>	\$10000 per year		\$8000 per year	\$6000 per year
<b>Package</b>	\$274000 per year	\$262000 per year	\$219400 per year	\$183000 per year
<b>Completion bonus</b>	\$16000 per year, renewed pilots +\$1000 per year		\$13000 per year, renewed pilots +\$1000 per year	\$10000 per year, renewed pilots +\$1000 per year
<b>Total package</b>	\$290000 per year	\$278000 per year	\$232400 per year	\$193000 per year

**NOTICE**

- The salary we showed just now is **AT(after-tax)**.
- If your start date with BCA is within 3 months after you pass CAAC SIM Check, you will be awarded **5,000 USD**.



## TRAINING PAY

- **Full pay** starts after line check.
- **\$8,800** during ground training (max of 6 weeks - hotel provided).
- **\$11,000** after **6 weeks** until completion of line check.





## 2.4 Benefits



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### (1) International Healthcare Plan

- **¥12,800,000** Maximum Annual Aggregate Limit.
- **RMB1, 000** Hospitalization Allowance (maximum aggregate payment for 20 days).
- **UP TO RMB 80,000** New Born Baby Care.
- **RMB6,000** Routine Dental Treatment.
- **Outpatient Responsibilities covered**
- **Hospitalization Coverage covered**

### (2) Education Allowance

- **International School for Kids** 1000USD/month



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## (3) Foreign Pilot Disability Insurance

BCA Foreign Pilot Disability Insurance				
Package	100% Residence	6 weeks on 2 weeks off	6 weeks on 3 weeks off	4 weeks on 4 weeks off
Disability Insurance	Applying for All Flight Crew			
Fees	Flying Disability Forever	<b>Age</b>	<b>Coverage</b>	<b>Premium</b>
		Under 45 (including 45)	RMB 1, 300, 000	RMB 5500
		Over 45	RMB 1, 500, 000	RMB 7000
	Flying Disability Temporary	<b>Position</b>	<b>Coverage</b>	<b>Premium</b>
		First Officer	RMB 700/Day	RMB 700
		Captain/Instructor	RMB 800/Day	RMB 800
Flight Crew Participation Fee	Flight Crew: 30% by Flight Crew, 70% by Company			Flight Crew: 100% paid by Flight Crew

## 2.5 Other Benefits

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### (1) ACCOMODATION & TRANSPORTAION



- **4 star** hotels during screening in China.
- **Shuttle bus** from hotel to simulator center & airport during screening in China.
- **Daily meal** expenses during screening in China.

## 2.5 Other Benefits

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### Farewell Party

For seven years dedicated service  
Mexican Captain Alferdo

- Special Video
- Award ceremony
- Speech
- Calligraphy Gift
- Cake

## 2.6 A330 CCQ

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- **23.5% of foreign pilots** have successfully achieved A330 aircraft model transfer in BCA.



- The fastest aircraft model transfer for any BCA captain was completed **in 25 days**.
- 2500 hrs PIC
- 5500 hrs TOTAL
- ASSESSMENT AND RANKING





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## 3.2 Minimum Requirements

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- Over **3000** total flight-hour,
- **500 PIC** hours on A320 family
- Valid **license**
- Valid **passport**
- Valid first class **medical certificate**
- Current **A320** proficiency check record
- **ICAO** Level 4 or above English proficiency.
- **No criminal** record
- **No accident / incident** record



## 3.3 Application Materials



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- **Application form** of BCA
- Scan of **valid Passport** with a minimum validity of 12 months
- Scan of **ATPL License** with ICAO English Level 4
- Scan of Class I **Medical Certificate**
- Scan of current **Proficiency Check**
- Scan of **Log Books** (last 3 pages or last 3 months)
- **Employment Certificate** covering at least the last 2 years (or until graduation)
- Scan of **Chinese Visa** (prepare before coming to China)

		飞行员申请资料				申请职位 Apply for the position
		PILOT DETAILS				<input type="checkbox"/> A320 机长 (Captain) <input type="checkbox"/> A330 机长 (Captain)
名 First Name (Given Name)	中间名 Middle Name(s)	姓 Last Name (Family Name)	语言 Languages spoken (Indicate Ability)	性别 Gender		
蓝底免冠照 (32*40mm) 不可留有胡须  Passport picture with blue background and no hat & no glasses		现国籍 Present Nationality	出生日期 (日/月/年) Date of Birth (DD/MM/YYYY)	出生国 Country of Birth		
		婚姻状况 Marital Status	宗教 Religion	Skype		
家庭信息 Family Info	成员 Members	配偶 Spouse	父亲 Father	母亲 Mother	孩子 Children	
	姓名 Full Name					
	工作单位 Working Company					
电子邮箱 E-mail	手机号码 Cell Phone No.		家庭电话 (号码前请加区号) Home Tel. No Please enter mobile and/or home telephone number in (Country Code + Area Code + Telephone Number)			

## 3.4 Application Materials

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### About Application Materials:

- Pay attention to the **VALID DATE** of ICAO, medical, etc. **RENEW** it in time if needed.
- You may need to make sure to attach at least the above documents **IN ENGLISH**.
- **ANY CHANGE** of documents above should be **FORWARDED** without delay.

NOTICE  
& TIPS



## 3.5 Screening Materials

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### About the Screening:

- If you took the screening in other airlines in China before, Please **TELL US IN ADVANCE**, or we will cancel the screening qualification immediately.
- **OPERATION REPORT** with doctor's signature, if you did the operation before. If the Operation Report is not in English, please translate into English or Chinese.

**NOTICE  
& TIPS**





## 3.5 Screening Materials

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- 8 EA printed **photos** in small 2 inches (Width 32mm × Length 44mm) with dark-blue background (wear dark suit, white shirt and dark tie without any design, no beard or mustache)
- **E-photo** stored in your flash disk or send the email to the broker
- Original and Copy of **Passport**
- Original and Copy of **Flight License**
- Original and Copy of **Class 1 Medical Certificate**
- Original and Copy of Last **Proficiency Check**
- Original **Log Books**

# 3.1 Brief Flowchart-Before Joining BCA

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Notes: "T" means the dater when documents complete.

# 3.6 Medical Check

**BCA MEDICAL CHECKGUIDEBOOK**  
**FOR FOREIGN/ TAIWANPILOTS**

首都航空外籍/台湾飞行员体检指南

3 Days

3 Month

70%

COMPANY



首都航空

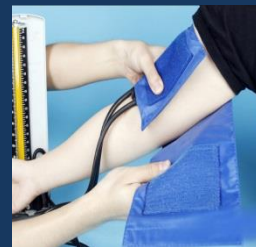
Capital Airlines

**AeroPersonnel**

The Global Aviation People Resource



NO.	Item
01	Application for medical check
02	Blood Test
03	Eye Check
04	Urine Test
05	Ear, Nose and Throat Check
06	Electro-audiometer
07	General Check-up
08	Surgery Consultation
09	Abdominal Ultrasonography
10	Carotid artery ultrasonography
11	Chest X-ray
12	Heart Color Ultrasound
13	Treadmill Stress Test
14	ECG (Electrocardiogram)
15	EEG (Electroencephalogram)
16	MRI(Magnetic Resonance Imaging)



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# 3.6 Medical Check

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## About Medical Check:

- Bring your **PASSPORT**.
- **DO NOT** drink or eat anything before blood test.
- **DO NOT** eat anything greasy, non-digestible or drink alcohol 2 days before medical check.
- In order to keep the blood pressure normal, you need to have a **GOOD REST** the night before medical check. The Standard range is **140-90 P**.

## NOTICE & TIPS



## 3.7 ATPL Test

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- CCARs-ATPL Privileges, Limitations and Flight Operations
- AIPS, NOTAMs and related consulting materials
- Meteorology
- Application of air flight dynamics principle
- The use of navigation and basic radar principles
- Airspace, flight plan, ATC and flight operation

**70 (70% object items)**

**3 Month for preparation**

**Self-testing**

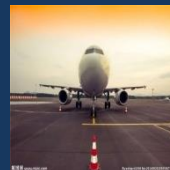
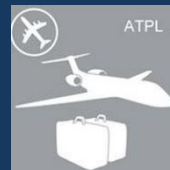
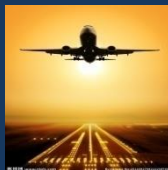
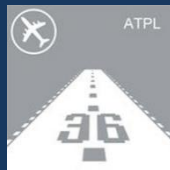
**2 times**

**70%**

- Weight and balance, practical flight planning and flight monitoring
- Take-off, landing, climbing, cruising and descending performance
- Maneuver flight procedures and emergency operation
- Flying and health
- Cargo and dangerous goods transportation
- Human information processing
- Judgment and decision-making
- CRM

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## About ATPL Test:

• Please pay attention to **QUESTION BANK** for you to prepare for the test.

### 1. CCARs – ATPL Privileges, Limitations, and Flight Operations

#### 1.1 Civil Aviation Law

1001. *Civil Aviation Law of the People's Republic of China* has been issued in order to:  
 maintain the sovereignty over the territorial airspace and civil aviation privilege;  
 guarantee the safety and order of civil aviation activities;  
 protect all legal privileges of parties of civil aviation activities;  
 provide the development of civil aviation

- A.     
 B.     
 C.

1002. *Civil Aviation Law of the People's Republic of China* has become effective since:  
 A. November 30, 1995  
 B. March 1, 1996  
 C. January 1, 1996

1003. *Regulations of the People's Republic of China for the Administration of the Airworthiness of Civil Aircraft* has been issued by:  
 A. the NPC Standing Committee  
 B. CAAC  
 C. the State Council

1004. The laws and regulations at highest level in the following are:  
 A. *General Flight Rules of the People's Republic of China*  
 B. *Civil Aviation Law of the People's Republic of China*  
 C. *Rules on Civil Aircraft Search and Rescue of the People's Republic of China*

1005. The departments responsible to issue national aviation regulations at three levels are:  
 the NPC or the NPC Standing Committee;  
 the State Council, Military Commission of the CPC Central Committee;  
 CAAC;  
 Regional Administration of CAAC  
 A.     
 B.     
 C.

1006. Which department is responsible for surveillance and administration of the implementation of national civil aviation activities?  
 A. CAAC  
 B. the State Council  
 C. the NPC

1007. The correct description of the relationship between aviation laws and regulations:  
 A. Civil Aviation Law of the People's Republic of China is the second-level legislation of civil aviation in China  
 B. Civil aviation rules issued by the State Council are intended to restrict the civil aviation related departments  
 C. General Flight Rules of the People's Republic of China can't restrict the State aircrafts and civil aviation regulations are the second-level legislation of civil aviation in China

1008. The first principle for aviation law development in China is:  
 A. principle of air rights  
 B. principle of safety first  
 C. principle of smooth air traffic flow

1009. Airspace above which zones belongs to the country's airspace?  
 A. exclusive economic zone  
 B. air defense identification zone  
 C. 12 NM within coastline

1010. The correct explanation about airspace is:  
 airspace above the land territory is called territorial airspace;  
 the People's Republic of China has the full sovereignty over its territorial airspace;  
 the People's Republic of China has the unique and exclusive sovereignty over its territorial airspace  
 A.    
 B.    
 C.

1011. Which department is responsible for surveillance and administration of the regional civil aviation activities?  
 A. CAAC  
 B. Regional Administration of CAAC  
 C. local government

1012. A civil aircraft which has acquired the nationality of the People's Republic of China according to the law shall display the specified nationality mark and:  
 A. company mark  
 B. registration mark  
 C. aircraft type mark

1013. Which application may not be filed for a civil aircraft which has not cancelled its nationality of a foreign country?  
 A. nationality registration  
 B. airworthiness certificate  
 C. business certificate



# NOTICE & TIPS



## 3.8 Simulator Check

### Pilot Recruitment Evaluation Checklist

Flight (manual) Control

Procedure Application

Communication

Problem Solving & Decision Making

Situational Awareness

Workload Management

Flight Path Control



NO.	Check List
01	NPA (CDFA) 飞行 NPA(CDFA)flight
02	A Traffic pattern with heavy crosswind
03	CAT ILS manual flight
04	Low altitude GA, join standard missed approach procedure
05	High energy/high profile management
06	One engine failure after V1
07	Rejected T/O
08	PR SYS failure, instructors choose one of the following: Dual SYS failure Bleed 1+2 or packs fault Bleed 1+2 leak Outflow valve stuck

## 3.8 Simulator Check



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No	Check List
09	Instructors choose one of the following: Dual RA fault Dual IR faultDual ADR fault Dual FMGC fault Dual FCU fault Slats or flaps dual channel fault
10	TCAS RA
11	Emergency descent
12	W/S/PWS
13	Instructors simulate the landing deviations caused by F/O
14	Passenger evacuation



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## 4.1 Tips For A Smooth Application Progress

(1) Please discuss your schedule with us in advance and **make your time available** for the medical check, ATPL test, simulator check, etc.

(3) Consider some regular exercise before coming to China.



(2) During your trip in China, please **keep in accordance with our arrangement** about the accommodation and transportation.

(4) Please **pay close attention to your application progress** all the time. We will notify your current situation and next step as well.

## 4.2 Immediate Schedule After SIM Check

We plan to arrange the medical check and ATPL test in China immediately after passing the simulator check.

Please **fill in the form** and make yourself available for those two checks in China.





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## 5. AeroPersonnel Team

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# Join BCA & Be Our **CAPTAIN!**

- Join **C**apital airlines
- Large **A**irbus group
- Well-**P**aid salary and Medical Insurance
- Remarkable safe**T**y records
- 4 **bA**ses all around China
- Home-**I**ke working environment
- More fleet & benefits **iN** future



**YOU ARE INVITED TO JOIN US!**

